

EXHIBIT B

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Abel I. Sosa Canas

THIS PERSON (check one or both)



Claims To Be Aggrieved



Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00418C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:



Title VII of the Civil Rights Act (Title VII)



The Equal Pay Act (EPA)



The Americans with Disabilities Act (ADA)



The Age Discrimination in Employment Act (ADEA)



The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone

(410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION



Race



Color



Sex



Religion



National Origin



Age



Disability



Retaliation



Genetic Information



Other

See enclosed copy of charge of discrimination.

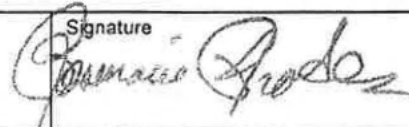
Date

March 25, 2014

Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00418	
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Mr. Abel I. Canas		Home Phone (incl. Area Code) [REDACTED]	
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name [REDACTED]		No. Employees, Members [REDACTED]	
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 03-20-2006 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)). <p>I. I began my employment with the above named Respondent on March 20, 2006. My most recent position was as a Detailer. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became more difficult at work. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
<u>02-04-20-14 Abel Isaias Sosa</u> Date Charging Party Signature			

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: _____ Agency(ies) Charge No(s): _____ <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00418
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>	
<p>mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.</p> <p>II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.</p> <p>III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged</p> <p>IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.</p>	

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct. <u>02-04-14</u> <u>Abel isaias Sosa</u> Date Charging Party Signature	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Eddy N. Cervantes

THIS PERSON (check one or both)



Claims To Be Aggrieved



Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00417C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:



Title VII of the Civil Rights Act (Title VII)



The Equal Pay Act (EPA)



The Americans with Disabilities Act (ADA)



The Age Discrimination in Employment Act (ADEA)



The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone (410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION



Race



Color



Sex



Religion



National Origin



Age



Disability



Retaliation



Genetic Information



Other

See enclosed copy of charge of discrimination.

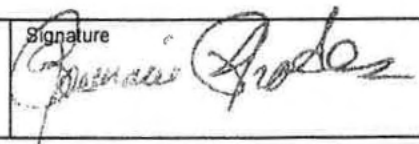
Date

March 25, 2014


Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00417	
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Mr. Eddy V. Cervantes		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 150px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 150px; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name <div style="background-color: black; width: 150px; height: 1.2em;"></div>		No. Employees, Members <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 150px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 150px; height: 1.2em;"></div>	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 04-14-2009 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I. I began my employment with the above named Respondent on April 13, 2009. Most most recent position was as a Driver. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
02-04-2014 Date		 Charging Party Signature	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA☒ EEOC**531-2014-00417****Maryland Commission on Civil Rights**

and EEOC

State or local Agency, if any

mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

02-04-2014*Date**Charging Party Signature*

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Jose Luis Dominquez

THIS PERSON (check one or both)

☐

Claims To Be Aggrieved

☐

Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00412C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

☒

Title VII of the Civil Rights Act (Title VII)

☐

The Equal Pay Act (EPA)

☐

The Americans with Disabilities Act (ADA)

☐

The Age Discrimination in Employment Act (ADEA)

☐

The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **03-MAY-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **17-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone (410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐

Race

☐

Color

☐

Sex

☐

Religion

☒

National Origin

☐

Age

☐

Disability

☒

Retaliation

☐

Genetic Information

☐

Other

See enclosed copy of charge of discrimination.

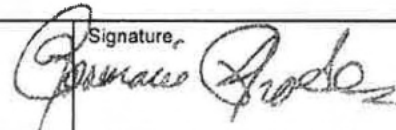
Date

April 3, 2014

Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 531-2014-00412 </div> </div>	
Maryland Commission on Civil Rights and EEOC <small>State or local Agency, if any</small>			
Name (indicate Mr., Ms., Mrs.) Mr. Jose Luis Dominguez		Home Phone (Incl. Area Code) Date of Birth <div style="background-color: black; width: 100px; height: 1.2em; margin-bottom: 2px;"></div> <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address City, State and ZIP Code <div style="background-color: black; width: 300px; height: 1.2em; margin-bottom: 2px;"></div> <div style="background-color: black; width: 300px; height: 1.2em;"></div>			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members Phone No. (Include Area Code) <div style="display: flex; justify-content: space-between;"> <div>15 - 100</div> <div>(443) 254-5450</div> </div>	
Street Address City, State and ZIP Code 2473 Solomons Island Road, Edgewater, MD 21037			
Name 		No. Employees, Members Phone No. (Include Area Code) 	
Street Address City, State and ZIP Code 			
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="margin-right: 10px;"><input type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest <div style="display: flex; justify-content: space-between;"> <div>06-06-2012</div> <div>07-27-2013</div> </div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> CONTINUING ACTION </div>	
THE PARTICULARS ARE (if additional paper is needed, attach extra sheet(s)): <p>I. I began my employment with the above named Respondent in February 2007 as an Auto Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management also used profanity while speaking to me. They would use language such as fuck you</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div> 02-04-2014 <hr style="width: 100%;"/> <small>Date</small> </div> <div style="text-align: center;"> <hr style="width: 100%;"/> <small>Charging Party Signature</small> </div> </div>			

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA☒ EEOC**531-2014-00412****Maryland Commission on Civil Rights**

and EEOC

State or local Agency, if any

and called me mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to Office Manager Cail (LNU), but he told me he couldn't speak to me and Mr. Wooldridge wouldn't listen to me. On July 27, 2013, I attempted to complain to Mr. Decker, but instead I was discharged. In November 2013, I had no choice but to return to work, but my working conditions have not changed.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

02-04-2014

Date



Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Elmer Escalaute

THIS PERSON (check one or both)

☒ Claims To Be Aggrieved☐ Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2013-02215C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

☒ Title VII of the Civil Rights Act (Title VII) ☐ The Equal Pay Act (EPA) ☐ The Americans with Disabilities Act (ADA)☐ The Age Discrimination in Employment Act (ADEA) ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
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For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone (410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ Race ☐ Color ☐ Sex ☐ Religion ☒ National Origin ☐ Age ☐ Disability ☒ Retaliation ☐ Genetic Information ☐ Other

See enclosed copy of charge of discrimination.

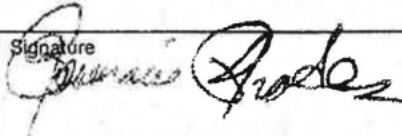
Date

March 25, 2014

Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature

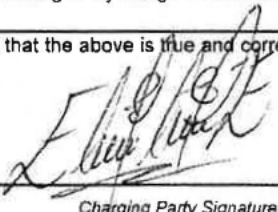


EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 531-2013-02215 </div> </div>	
Maryland Commission on Civil Rights and EEOC <small>State or local Agency, if any</small>			
Name (indicate Mr., Ms., Mrs.) Elmer Escalante		Home Phone (Incl. Area Code) Date of Birth <div style="background-color: black; width: 100px; height: 1.2em; margin-bottom: 2px;"></div> <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address City, State and ZIP Code <div style="background-color: black; width: 300px; height: 1.2em; margin-bottom: 2px;"></div> <div style="background-color: black; width: 300px; height: 1.2em;"></div>			
<small>Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)</small>			
Name MARITIME AUTOWASH, INC.		No. Employees, Members Phone No. (Include Area Code) <div style="display: flex; justify-content: space-between;"> <div>15 - 100</div> <div>(443) 254-5450</div> </div>	
Street Address City, State and ZIP Code 2473 Solomons Island Road, Edgewater, MD 21037			
Name 		No. Employees, Members Phone No. (Include Area Code) 	
Street Address City, State and ZIP Code 			
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="margin-right: 10px;"><input type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-between;"> <div> <small>Earliest</small> 05-01-2012 </div> <div> <small>Latest</small> 07-27-2013 </div> </div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> CONTINUING ACTION </div>	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I. I began my employment with the above named Respondent in May 2012 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became more difficult at work. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT <div style="text-align: center; margin-top: 20px;"> SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <small>(month, day, year)</small> </div>	
Date 02/04/2014		Charging Party Signature 	

EEOC Form 5 (11/09)

<p align="center">CHARGE OF DISCRIMINATION</p> <p><small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small></p>	<p>Charge Presented To: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC 531-2013-02215</p>
<p align="center">Maryland Commission on Civil Rights and EEOC</p> <p align="center"><small>State or local Agency, if any</small></p>	
<p>mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.</p> <p>II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.</p> <p>III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged</p> <p>IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.</p>	

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p>NOTARY – When necessary for State and Local Agency Requirements</p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p align="center"></p> <p>02/04/2014</p> <p>Date</p> <p align="center">Charging Party Signature</p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p>

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources MARITIME AUTOWASH, INC. 2473 Solomons Island Road Edgewater, MD 21037	PERSON FILING CHARGE
	Merceo Espinosa-diaz
	THIS PERSON (check one or both) <input checked="" type="checkbox"/> Claims To Be Aggrieved <input type="checkbox"/> Is Filing on Behalf of Other(s)
EEOC CHARGE NO. 531-2014-00419C	

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

- ☒ Title VII of the Civil Rights Act (Title VII)
 ☐ The Equal Pay Act (EPA)
 ☐ The Americans with Disabilities Act (ADA)
- ☒ The Age Discrimination in Employment Act (ADEA)
 ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

- ☐ No action is required by you at this time.
- ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
- ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
- ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
- ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone **(410) 209-2231**


Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ Race
 ☐ Color
 ☐ Sex
 ☐ Religion
 ☒ National Origin
 ☒ Age
 ☐ Disability
 ☒ Retaliation
 ☐ Genetic Information
 ☐ Other

See enclosed copy of charge of discrimination.


Date	Name / Title of Authorized Official	Signature
March 25, 2014	Rosemarie Rhodes, Director	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 531-2014-00419 </div> </div>	
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Mr. Merceo Espinosa-Diaz		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 20px;"></div>	Date of Birth <div style="background-color: black; width: 100px; height: 20px;"></div>
Street Address <div style="background-color: black; width: 200px; height: 20px;"></div>		City, State and ZIP Code <div style="background-color: black; width: 200px; height: 20px;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (443) 254-5450
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		City, State and ZIP Code <div style="background-color: black; width: 200px; height: 20px;"></div>	
Name <div style="background-color: black; width: 200px; height: 20px;"></div>		No. Employees, Members <div style="background-color: black; width: 100px; height: 20px;"></div>	Phone No. (Include Area Code) <div style="background-color: black; width: 100px; height: 20px;"></div>
Street Address <div style="background-color: black; width: 200px; height: 20px;"></div>		City, State and ZIP Code <div style="background-color: black; width: 200px; height: 20px;"></div>	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="margin-right: 10px;"><input type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE <div style="display: flex; justify-content: space-between;"> <div> Earliest 12-01-2008 </div> <div> Latest 07-27-2013 </div> </div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> CONTINUING ACTION </div>	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I. I began my employment with the above named Respondent in 2008 as a Finisher. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. He said fuck you and called me mother fucker.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY – When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
02-04-2014 <hr/> Date		<div style="text-align: center;"> Charging Party Signature </div>	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: _____ Agency(ies) Charge No(s): _____ <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00419
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>	
<p>This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.</p> <p>II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.</p> <p>III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.</p> <p>IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.</p>	

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT
<div style="display: flex; justify-content: space-between;"> <div> 02-04-2014 Date </div> <div>  Charging Party Signature </div> </div>	SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Jose M. Franco

THIS PERSON (check one or both)

☒ Claims To Be Aggrieved☐ Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00404C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

☒ Title VII of the Civil Rights Act (Title VII) ☐ The Equal Pay Act (EPA) ☐ The Americans with Disabilities Act (ADA)☐ The Age Discrimination in Employment Act (ADEA) ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone (410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ Race ☐ Color ☐ Sex ☐ Religion ☒ National Origin ☐ Age ☐ Disability ☒ Retaliation ☐ Genetic Information ☐ Other

See enclosed copy of charge of discrimination.

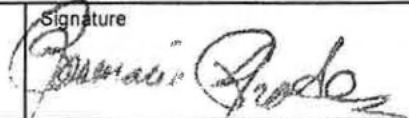
Date

March 25, 2014


Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



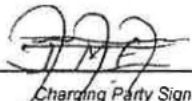
EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00404	
Maryland Commission on Civil Rights and EEOC State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) Mr. Jose M. Franco		Home Phone (Incl. Area Code) [REDACTED]	
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name [REDACTED]		No. Employees, Members [REDACTED]	
Street Address [REDACTED]		City, State and ZIP Code [REDACTED]	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 06-06-2012 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I. I began my employment with the above named Respondent on June 6, 2012 as a Detailer. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY -- When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT	
02/04/2014 Date		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
 Charging Party Signature			

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: _____ Agency(ies) Charge No(s): _____ <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00404
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>	
<p>mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.</p> <p>II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.</p> <p>III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged</p> <p>IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.</p>	

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I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct. <div style="display: flex; justify-content: space-between;"> <div data-bbox="118 1837 342 1906"> 02/04/2014 Date </div> <div data-bbox="467 1801 699 1913">  Charging Party Signature </div> </div>	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2081 Forrest Drive
Annapolis, MD 21401

PERSON FILING CHARGE

Juan A. Recinos Franco

THIS PERSON (check one or both)

☐

Claims To Be Aggrieved

☐

Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00760C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

☒

Title VII of the Civil Rights Act (Title VII)

☐

The Equal Pay Act (EPA)

☐

The Americans with Disabilities Act (ADA)

☐

The Age Discrimination in Employment Act (ADEA)

☐

The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **27-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **10-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**.
If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone **(410) 209-2231**

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐

Race

☐

Color

☐

Sex

☐

Religion

☒

National Origin

☐

Age

☐

Disability

☒

Retaliation

☐

Genetic Information

☐

Other

See enclosed copy of charge of discrimination.

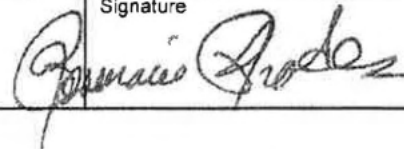
Date

March 27, 2014


Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature




EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00760	
Maryland Commission on Civil Rights and EEOC State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) Mr. Juan Antonio Recinos Franco		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 250px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 150px; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name 		No. Employees, Members 	
Street Address 		City, State and ZIP Code 	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 06-06-2012 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I. I began my employment with the above named Respondent on June 6, 2012 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became more difficult at work. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Date 02-04-2014		Charging Party Signature 	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.	Charge Presented To: _____ Agency(ies) Charge No(s): _____ <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00760
Maryland Commission on Civil Rights _____ and EEOC <i>State or local Agency, if any</i>	
<p>mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.</p> <p>II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.</p> <p>III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.</p> <p>IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.</p>	

RECEIVED
 U.S. EEOC
 2016-6-9 3:30

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
I declare under penalty of perjury that the above is true and correct. <div style="display: flex; justify-content: space-between;"> <div data-bbox="115 1837 349 1921"> 02-04-2014 Date </div> <div data-bbox="349 1785 841 1921">  Charging Party Signature </div> </div>	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT _____ SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Kyle Decker
General Manager
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

cc: David Padrog, Owner

PERSON FILING CHARGE

Gabriela Espinosa

THIS PERSON (check one or both)

☒ Claims To Be Aggrieved

☐ Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00413

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

- ☒ Title VII of the Civil Rights Act (Title VII)
 ☐ The Equal Pay Act (EPA)
 ☐ The Americans with Disabilities Act (ADA)
 ☐ The Age Discrimination in Employment Act (ADEA)
 ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

- ☐ No action is required by you at this time.
- ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
- ☒ Please provide by **14-MAY-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
- ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
- ☐ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by to
If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Maria Tolentino,
Investigator

EEOC Representative

Telephone (410) 209-2214

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ Race
 ☐ Color
 ☐ Sex
 ☐ Religion
 ☒ National Origin
 ☐ Age
 ☐ Disability
 ☒ Retaliation
 ☐ Genetic Information
 ☐ Other

See enclosed copy of charge of discrimination.

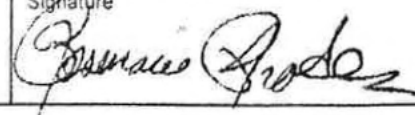
Date

April 14, 2014

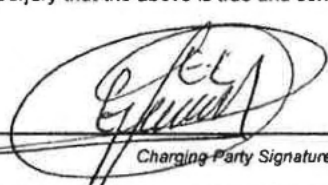
Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00413	
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Ms. Gabriela Espinosa		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 100px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name 		No. Employees, Members 	
Street Address 		City, State and ZIP Code 	
DISCRIMINATION BASED ON (Check appropriate box(es)) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I. I began my employment with the above named Respondent in 2005 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became more difficult at work. Examples include but not limited to working longer hours with shorter breaks, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Date x02042014		Charging Party Signature 	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐

FEPA

☒

EEOC

531-2014-00413**Maryland Commission on Civil Rights**

and EEOC

State or local Agency, if any

27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

x 02042014
Date



Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Saul Herrera

THIS PERSON (check one or both)



Claims To Be Aggrieved



Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00414C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:



Title VII of the Civil Rights Act (Title VII)



The Equal Pay Act (EPA)



The Americans with Disabilities Act (ADA)



The Age Discrimination in Employment Act (ADEA)



The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone

(410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s):



Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION



Race



Color



Sex



Religion



National Origin



Age



Disability



Retaliation



Genetic Information



Other

See enclosed copy of charge of discrimination.

Date

March 25, 2014

Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 531-2014-00414 </div> </div>	
Maryland Commission on Civil Rights and EEOC State or local Agency, if any			
Name (indicate Mr., Ms., Mrs.) Mr. Saul Herrera		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	Date of Birth <div style="background-color: black; width: 100px; height: 1.2em;"></div>
Street Address <div style="background-color: black; width: 300px; height: 1.2em;"></div>		City, State and ZIP Code	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (443) 254-5450
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		City, State and ZIP Code	
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"><input type="checkbox"/> RACE</div> <div style="width: 50%;"><input type="checkbox"/> COLOR</div> <div style="width: 50%;"><input type="checkbox"/> SEX</div> <div style="width: 50%;"><input type="checkbox"/> RELIGION</div> <div style="width: 50%;"><input checked="" type="checkbox"/> NATIONAL ORIGIN</div> <div style="width: 50%;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="width: 50%;"><input type="checkbox"/> AGE</div> <div style="width: 50%;"><input type="checkbox"/> DISABILITY</div> <div style="width: 50%;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="width: 50%;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 04-01-2008 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I began my employment with the above named Respondent in April 2008 as a Driver. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY – When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
02-04-2014 <u>Saul Herrera</u> Date Charging Party Signature			

020 P-9-87467

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p> <p>I declare under penalty of perjury that the above is true and correct.</p>	<p>NOTARY – When necessary for State and Local Agency Requirements</p> <p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p>
<p><u>02-04-2014</u></p> <p><i>Date</i></p>	<p><u>Saul Herrera</u></p> <p><i>Charging Party Signature</i></p>

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Kyle Decker
General Manager
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

cc: David Podrog, Owner

PERSON FILING CHARGE

Carmelina Jeronimo

THIS PERSON (check one or both)

☒ Claims To Be Aggrieved

☐ Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00415

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

- ☒ Title VII of the Civil Rights Act (Title VII) ☐ The Equal Pay Act (EPA) ☐ The Americans with Disabilities Act (ADA)
- ☐ The Age Discrimination in Employment Act (ADEA) ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **14-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☐ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by to
If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Maria Tolentino,
Investigator

EEOC Representative

Telephone (410) 209-2214

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ Race ☐ Color ☐ Sex ☐ Religion ☒ National Origin ☐ Age ☐ Disability ☒ Retaliation ☐ Genetic Information ☐ Other

See enclosed copy of charge of discrimination.

Date

April 14, 2014


Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small>		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00415	
Maryland Commission on Civil Rights and EEOC <small>State or local Agency, if any</small>			
Name (Indicate Mr., Ms., Mrs.) Ms. Carmelina Jeronimo		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 100px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name 		No. Employees, Members 	
Street Address 		City, State and ZIP Code 	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 06-04-2010 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I. I began my employment with the above named Respondent on June 4, 2010 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than non Hispanic coworkers by Management. Examples include but not limited to working longer hours with shorter breaks, assigned additional duties, paid less, provided no increase in wages, no benefits, and constantly being threatened with discharge.</p> <p>Furthermore, I was denied promotional opportunities. Non Hispanic employees were hired, trained and shortly after they were promoted. Positions were not made available to Hispanics.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Date 04/02/14		Charging Party Signature 	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

☐ FEPA☒ EEOC**531-2014-00415****Maryland Commission on Civil Rights**

and EEOC

State or local Agency, if any

my scheduled time off and threatened with discharge. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, benefits, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, benefits, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

04/02/14

Date



Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Kyle Decker General Manager MARITIME AUTOWASH, INC. 2473 Solomons Island Road Edgewater, MD 21037 cc: David Podrog, Owner	PERSON FILING CHARGE Juan C. Espinosa
	THIS PERSON (check one or both) <input checked="" type="checkbox"/> Claims To Be Aggrieved <input type="checkbox"/> Is Filing on Behalf of Other(s)
	EEOC CHARGE NO. 531-2014-00420

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

- ☒ Title VII of the Civil Rights Act (Title VII)
 ☐ The Equal Pay Act (EPA)
 ☐ The Americans with Disabilities Act (ADA)
 ☐ The Age Discrimination in Employment Act (ADEA)
 ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

- ☐ No action is required by you at this time.
- ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
- ☒ Please provide by **14-MAY-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
- ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
- ☐ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by to
If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Maria Tolentino,
Investigator

EEOC Representative

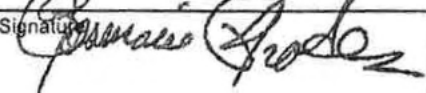
Telephone

(410) 209-2214
Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221
Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

- ☐ Race
 ☐ Color
 ☐ Sex
 ☐ Religion
 ☒ National Origin
 ☐ Age
 ☐ Disability
 ☒ Retaliation
 ☐ Genetic Information
 ☐ Other

See enclosed copy of charge of discrimination.

Date	Name / Title of Authorized Official	Signature
April 14, 2014	Rosemarie Rhodes, Director	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 531-2014-00420 </div> </div>	
Maryland Commission on Civil Rights and EEOC <small>State or local Agency, if any</small>			
Name (Indicate Mr., Ms., Mrs.) Mr. Juan C. Espinosa		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 100%; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100%; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members Phone No. (Include Area Code) <div style="display: flex; justify-content: space-between;"> <div>15 - 100</div> <div>(443) 254-5450</div> </div>	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		City, State and ZIP Code <div style="background-color: black; width: 100%; height: 1.2em;"></div>	
Name <div style="background-color: black; width: 100%; height: 1.2em;"></div>		No. Employees, Members Phone No. (Include Area Code) <div style="display: flex; justify-content: space-between;"> <div></div> <div></div> </div>	
Street Address <div style="background-color: black; width: 100%; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100%; height: 1.2em;"></div>	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap; padding: 5px;"> <div style="margin-right: 10px;"><input type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest <div style="display: flex; justify-content: space-between;"> <div>06-01-2008</div> <div>07-27-2013</div> </div> <div style="text-align: center; margin-top: 10px;"> <input type="checkbox"/> CONTINUING ACTION </div>	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I began my employment with the above named Respondent in June 2008 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than non Hispanic coworkers by Management. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, paid less, provided no increase in wages, no benefits, and constantly being threatened with discharge.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
<div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="text-align: center;"> <div style="font-size: 1.2em; font-weight: bold;">4/02/14</div> <div style="font-size: 0.8em;">Date</div> </div> <div style="text-align: center;"> <div style="font-size: 0.8em;">Charging Party Signature</div> </div> </div>		<div style="text-align: center; font-size: 0.8em;"> SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year) </div>	

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA☒ EEOC**531-2014-00420****Maryland Commission on Civil Rights**

and EEOC

State or local Agency, if any

mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, benefits, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, benefits, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

10/4/02/14

Date

Charging Party Signature

NOTARY – When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Godofredo F. Platero

THIS PERSON (check one or both)

☒ Claims To Be Aggrieved☐ Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00407C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:

☒ Title VII of the Civil Rights Act (Title VII) ☐ The Equal Pay Act (EPA) ☐ The Americans with Disabilities Act (ADA)☐ The Age Discrimination in Employment Act (ADEA) ☐ The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Lisa C. Jones,
Investigator

EEOC Representative

Telephone (410) 209-2721

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION

☐ Race ☐ Color ☐ Sex ☐ Religion ☒ National Origin ☐ Age ☐ Disability ☒ Retaliation ☐ Genetic Information ☐ Other

See enclosed copy of charge of discrimination.

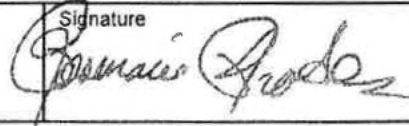
Date

March 25, 2014

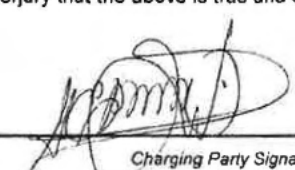
Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00407	
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Mr. Godofredo F. Platero		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 100px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		Phone No. (Include Area Code) (443) 254-5450	
Name <div style="background-color: black; width: 100px; height: 1.2em;"></div>		No. Employees, Members <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
Street Address <div style="background-color: black; width: 100px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100px; height: 1.2em;"></div>	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 12-11-2007 07-26-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I. I began my employment with the above named Respondent on December 11, 2007 as a Driver. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY – When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Feb 04, 2014 Date		 Charging Party Signature	

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Agency(ies) Charge No(s):

531-2014-00407

and EEOC

State or local Agency, if any

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

Date _____

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Luis A. Serrano-Guillen

THIS PERSON (check one or both)



Claims To Be Aggrieved



Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00408C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:



Title VII of the Civil Rights Act (Title VII)



The Equal Pay Act (EPA)



The Americans with Disabilities Act (ADA)



The Age Discrimination in Employment Act (ADEA)



The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you **DO NOT** wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Lisa C. Jones,
Investigator

EEOC Representative

Telephone

(410) 209-2721

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION



Race



Color



Sex



Religion



National Origin



Age



Disability



Retaliation



Genetic Information



Other

See enclosed copy of charge of discrimination.

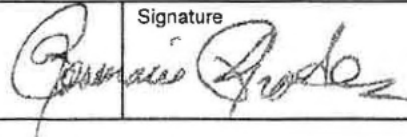
Date

March 25, 2014

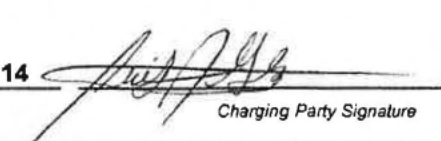
Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature




EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00408	
Maryland Commission on Civil Rights and EEOC <i>State or local Agency, if any</i>			
Name (indicate Mr., Ms., Mrs.) Mr. Luis A. Serrano-Guillen		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 20px;"></div>	Date of Birth <div style="background-color: black; width: 100px; height: 20px;"></div>
Street Address <div style="background-color: black; width: 150px; height: 20px;"></div>		City, State and ZIP Code <div style="background-color: black; width: 100px; height: 20px;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (443) 254-5450
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		City, State and ZIP Code	
Name 		No. Employees, Members	Phone No. (Include Area Code)
Street Address 		City, State and ZIP Code	
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input checked="" type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 05-01-2012 07-27-2014 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>I. I began my employment with the above named Respondent in May 2012 as Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. Management used profanity while speaking to me. They used words such as fuck you and called me</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct.		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	
Feb 03, 2014 Date		 Charging Party Signature	

EEOC Form 5 (11/09)

<p align="center">CHARGE OF DISCRIMINATION</p> <p><small>This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</small></p>	<p>Charge Presented To: _____ Agency(ies) Charge No(s): _____</p> <p><input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC 531-2014-00408</p>
<p align="center">Maryland Commission on Civil Rights and EEOC</p> <p align="center"><small>State or local Agency, if any</small></p>	
<p>mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. In January 2013, I complained to General Manager Kyle Decker, but he did not address my concerns. On July 27, 2013, I initially complained to Manager Chris Dogson, but he explained that he did not have the authority to do anything. Afterwards, I attempted to speak with Mr. Decker and owner David Podrog, but instead I was discharged.</p> <p>II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.</p> <p>III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged.</p> <p>IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.</p>	

<p>I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.</p>	<p>NOTARY – When necessary for State and Local Agency Requirements</p>
<p>I declare under penalty of perjury that the above is true and correct.</p> <p>Feb 03, 2014  <small>Date Charging Party Signature</small></p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p>SIGNATURE OF COMPLAINANT</p> <p>SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <small>(month, day, year)</small></p>

EEOC FORM 131 (11/09)

U.S. Equal Employment Opportunity Commission

Director of Human Resources
MARITIME AUTOWASH, INC.
2473 Solomons Island Road
Edgewater, MD 21037

PERSON FILING CHARGE

Santos Villacorta

THIS PERSON (check one or both)



Claims To Be Aggrieved



Is Filing on Behalf of Other(s)

EEOC CHARGE NO.

531-2014-00406C

NOTICE OF CHARGE OF DISCRIMINATION

(See the enclosed for additional information)

This is notice that a charge of employment discrimination has been filed against your organization under:



Title VII of the Civil Rights Act (Title VII)



The Equal Pay Act (EPA)



The Americans with Disabilities Act (ADA)



The Age Discrimination in Employment Act (ADEA)



The Genetic Information Nondiscrimination Act (GINA)

The boxes checked below apply to our handling of this charge:

1. ☐ No action is required by you at this time.
2. ☐ Please call the EEOC Representative listed below concerning the further handling of this charge.
3. ☒ Please provide by **25-APR-14** a statement of your position on the issues covered by this charge, with copies of any supporting documentation to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
4. ☐ Please respond fully by to the enclosed request for information and send your response to the EEOC Representative listed below. Your response will be placed in the file and considered as we investigate the charge. A prompt response to this request will make it easier to conclude our investigation.
5. ☒ EEOC has a Mediation program that gives parties an opportunity to resolve the issues of a charge without extensive investigation or expenditure of resources. If you would like to participate, please say so on the enclosed form and respond by **08-APR-14** to **Samantha Watts, ADR Staff Mediator, at (410) 209-2753**. If you DO NOT wish to try Mediation, you must respond to any request(s) made above by the date(s) specified there.

For further inquiry on this matter, please use the charge number shown above. Your position statement, your response to our request for information, or any inquiry you may have should be directed to:

Letetia H. Taylor,
Supervisory Investigator

EEOC Representative

Telephone (410) 209-2231

Baltimore Field Office
10 South Howard St
3rd Floor
Baltimore, MD 21201
Fax: (410) 209-2221

Enclosure(s): ☒ Copy of Charge

CIRCUMSTANCES OF ALLEGED DISCRIMINATION



Race



Color



Sex



Religion



National Origin



Age



Disability



Retaliation



Genetic Information



Other

See enclosed copy of charge of discrimination.

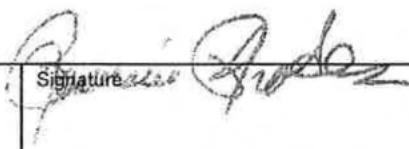
Date

March 25, 2014

Name / Title of Authorized Official

Rosemarie Rhodes,
Director

Signature



EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented To: Agency(ies) Charge No(s): <div style="display: flex; justify-content: space-between;"> <div> <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC </div> <div style="text-align: right;"> 531-2014-00406 </div> </div>	
Maryland Commission on Civil Rights and EEOC <small>State or local Agency, if any</small>			
Name (indicate Mr., Ms., Mrs.) Mr. Santos Villacorta		Home Phone (Incl. Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>	Date of Birth <div style="background-color: black; width: 100px; height: 1.2em;"></div>
Street Address <div style="background-color: black; width: 300px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 300px; height: 1.2em;"></div>	
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name MARITIME AUTOWASH, INC.		No. Employees, Members 15 - 100	Phone No. (Include Area Code) (443) 254-5450
Street Address 2473 Solomons Island Road, Edgewater, MD 21037		City, State and ZIP Code <div style="background-color: black; width: 300px; height: 1.2em;"></div>	
Name <div style="background-color: black; width: 500px; height: 1.2em;"></div>		No. Employees, Members <div style="background-color: black; width: 100px; height: 1.2em;"></div>	Phone No. (Include Area Code) <div style="background-color: black; width: 100px; height: 1.2em;"></div>
Street Address <div style="background-color: black; width: 500px; height: 1.2em;"></div>		City, State and ZIP Code <div style="background-color: black; width: 300px; height: 1.2em;"></div>	
DISCRIMINATION BASED ON (Check appropriate box(es).) <div style="display: flex; flex-wrap: wrap;"> <div style="width: 50%;"><input type="checkbox"/> RACE</div> <div style="width: 50%;"><input type="checkbox"/> COLOR</div> <div style="width: 50%;"><input type="checkbox"/> SEX</div> <div style="width: 50%;"><input type="checkbox"/> RELIGION</div> <div style="width: 50%;"><input checked="" type="checkbox"/> NATIONAL ORIGIN</div> <div style="width: 50%;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="width: 50%;"><input checked="" type="checkbox"/> AGE</div> <div style="width: 50%;"><input type="checkbox"/> DISABILITY</div> <div style="width: 50%;"><input type="checkbox"/> GENETIC INFORMATION</div> <div style="width: 50%;"><input type="checkbox"/> OTHER (Specify)</div> </div>		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest 08-01-2010 07-27-2013 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)): <p>I began my employment with the above named Respondent in August 2010 as a Vacuum Cleaner. From the beginning of my employment I was subjected to unequal terms and conditions of employment than my younger, non Hispanic coworkers by Management. However, in April 2012, when Kyle Decker became the General Manager it became worse. Examples include but not limited to working longer hours with shorter breaks, not having proper equipment, assigned additional duties, and paid less wages.</p> <p>Furthermore, I was denied promotional opportunities. I trained new younger non Hispanic employees on the requirements of the job and shortly after they would be promoted.</p> <p>I also was being subjected to harassment which created a hostile work environment. Anytime I attempted to complain to management, I was threatened with discharge and sent home. In January 2013, I complained to Office Manager Cail (LNU), but he told me he couldn't speak to me and Mr.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures. I declare under penalty of perjury that the above is true and correct. <div style="font-family: cursive; font-size: 1.2em;">02-04-2014</div> <div style="font-family: cursive; font-size: 1.2em;">Santos ALEXADEL Villacorta GUZMAN</div> <div style="display: flex; justify-content: space-between; margin-top: 10px;"> <div style="width: 40%;"><small>Date</small></div> <div style="width: 40%;"><small>Charging Party Signature</small></div> </div>		NOTARY - When necessary for State and Local Agency Requirements I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE <small>(month, day, year)</small>	

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☐ FEPA☒ EEOC**531-2014-00406****Maryland Commission on Civil Rights**

and EEOC

State or local Agency, if any

Wooldridge wouldn't listen to me. On July 26, 2013, Mr. Alexander Moore used profanity while speaking to me. He said fuck you and called me mother fucker. This was not an uncommon occurrence. I have also been reprimanded for leaving at my scheduled time off and threatened with discharge. On July 27, 2013, I attempted to complain to Mr. Decker, but instead I was discharged.

- II. Respondent did not address my concerns nor provided me with a reasonable explanation for the above action.
- III. I believe I have been discriminated against because of my national origin, Hispanic when I was subjected to harassment, intimidation, and a hostile work environment, unequal terms and conditions, assignment, discipline, promotion, wages and in retaliated for having engaging in protected activity, in violation of Title VII of the Civil Rights Act of 1964, as amended when discharged
- IV. I believe that Hispanics as a class have been discriminated against with respect to harassment, intimidation, hostile work environment, unequal terms and conditions of employment, assignment, discipline, discharge, promotion, wages, and retaliation.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

02-04-2014

Santos Alexander Villacorta GUZMAN

Date

Charging Party Signature

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)